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LABOR FOR ILAB - HALEY
STATE PASS TO USAID FOR ANE

E.O. 12958: N/A
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SUBJECT: PHILIPPINES: FOREIGN LABOR TRENDS REPORT

REF: STATE 40337

[1](#)1. (U) MissionQs Foreign Labor Trends Report follows below. Per reftel guidance, the report is divided into four sections: I) Summary; II) Foreign Investment Potential; III) Directory of Labor Contacts; and IV) Key Sources. Points of contact on labor issues are Labor Attache Mario Fernandez (FernandezMA2@state.gov) and Political Officer Barry Fullerton (FullertonTB@state.gov).

[1](#)2. (U) Foreign Labor Trends Report - Philippines

[1](#)I. SUMMARY

The Philippines, with a population of 87 million, is a democratic republic based on the U.S. model. The 1987 Constitution reestablished a presidential system of government with a bicameral legislature, an independent judiciary, and a multiparty system. The present administration of President Gloria Macapagal Arroyo is generally pro-business and highly supportive of foreign investment. Corruption and threats from several terrorist groups remain major challenges.

The Philippine economy remained resilient in 2006 despite escalating world fuel costs, unfavorable weather conditions, and an unsuccessful attempt to impeach the President. In 2006, GDP registered a modest growth of 5.4 percent, while net Foreign Direct Investment (FDI) increased to about US\$2.3 billion. The economic growth under a generally stable macroeconomic condition contributed to the improvement of the Philippine labor market.

More than 30 percent of the population lived below the poverty line, with the Autonomous Region in Muslim Mindanao (ARMM) the most marginalized area. The Administration has pledged to continue its efforts to attack poverty, crumbling infrastructure, declining education systems, trade and investment barriers, and terrorist attacks, with increasing success in recent years.

1A. Government Institutions

The Constitution provides for the protection of labor and the promotion of equal employment opportunities for all citizens. It also guarantees the rights of workers to self-organization, collective bargaining and negotiations, and to strike in accordance with the law. The 1974 Labor Code, as amended, consolidated the labor and social laws to provide protection to labor groups, promote employment and human resources development, and ensure industrial peace.

The Department of Labor and Employment (DOLE) is the lead government agency handling the implementation of the provisions of the Labor Code and the coordination of government policies and programs on labor. The DOLE has 16 regional offices and six bureaus. DOLE's Bureau of Labor Employment and Statistics (BLES) consolidates and analyzes labor and employment statistics for the government. Thirty four (34) Philippine Overseas Labor Offices administer and enforce DOLE's programs and policies for overseas Filipino workers (OFWs).

Other agencies within DOLE's purview include:
--- National Conciliation and Mediation Board (NCMB), which settles labor disputes

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through conciliation and preventive mediation;
--- National Labor Relations Commission (NLRC), which litigates compulsory arbitration cases;
--- National Wages and Productivity Commission (NWPC), which sets wages and improves productivity consistent with national development plans. There are 16 Regional Tripartite Wages and Productivity Boards to determine minimum wage and other allowances for workers in the respective regions;
--- Overseas Workers Welfare Administration (OWWA), which extends social, welfare, and other assistance to OFWs and their dependents;
--- Philippine Overseas Employment Administration (POEA), which supervises the deployment of OFWs and regulates private sector participation in recruitment and overseas placement; and,
--- Technical Education and Skills Development Authority (TESDA), which provides skills training and retraining of workers to produce a globally competitive labor force.

1B. Trade Unions and Organizations

Trade union activity in the country dates back to the Spanish occupation over a century ago. The first large unions represented workers in industries of the period, including munitions manufacturing, stevedoring, and commercial printing.

Current laws provide employees both in the private sector and in government-owned or controlled corporations the rights to

organize and bargain collectively, along with a similar right for most government workers, with the exception of the military and the police. In 2006, 139 registered labor federations and some 15,000 private sector unions represented approximately 1.59 million individuals, 6 percent of the country's 26.4 million private-sector workers. Nearly 300,000 public sector employees belonged to 1,617 unions in 2006, up from 1,556 in 2005.

The Trade Union Congress of the Philippines (TUCP) is an affiliate of the American Federation of Labor-Congress of Industrial Organizations (AFL-CIO) through the International Confederation of Free Trade Unions (ICFTU). The TUCP worked closely with AFL-CIO's Solidarity Center on labor education programs and anti-trafficking in persons initiatives. The "Pambansang Diwang Manggagawang Pilipino (PDMP)" or "National Consciousness of Filipino Workers" is a TUCP offshoot, and includes port, seamen, and public service unions among its affiliates. Although the PDMP does not have international affiliates, many of its constituent unions are members of relevant International Trade Secretariats (ITSs).

The Federation of Free Workers (FFW) emerged in the early 1950s under the influence of a labor education program at the Ateneo University of Manila. It is an affiliate of the World Confederation of Labor (WCL) and with the WCL's Brotherhood of Asian Trade Unions. The Trade Union of the Philippines and Allied Services (TUPAS) is an affiliate of the World Federation of Trade Unions (WFTU) and actively participates in tripartite (government, business, and labor) bodies.

The "Kilusang Mayo Uno (KMU)" or "May 1 Movement," a leftist oriented labor center formed in 1980, allegedly retains close ties

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with the Communist Party of the Philippines. The KMU is openly political, projecting itself as a proponent of "genuine, militant, and nationalist unionism." It has members working in the agricultural, manufacturing, services, and transportation sectors. The National Confederation of Labor (NCL) leaders broke formal ties with the KMU in 1992-93 to form a confederation loosely aligned with populist reform movements. NCL's affiliates include many farm and textile worker unions.

The Alliance of Progressive Labor (APL) represents a left-of-center grouping whose leaders are aligned with Akbayan, a social democratic reform movement. APL has supported Akbayan's bid to win Constitutionally-mandated "party-list" seats (representing marginalized groups) in Congress since 1998. Hotel and restaurant worker unions are among its key local affiliates.

The "Kapatiran ng mga Pangulo ng Unyon sa Pilipinas (KPUP)" or "Brotherhood of Union Presidents in the Philippines," began operations in 1996 as an organization of

local union presidents from both independent unions and those affiliated with the major confederations. The KPUPQs stated goal is to facilitate the consultation of leaders at the local level by providing support services and a venue. KPUP leaders also cite a goal of using the organization to encourage more unity in the Philippine labor movement. KPUP local leaders pledge respect for other unions' pickets, and cooperate across confederation lines.

The "Bukluran Ng Manggagawang Pilipino" (BMP) or "Union of Filipino Workers," is another splinter group of the KMU, and is active within the KPUP. This group occasionally forms tactical alliances with large and small local unions. Prominent among these are the unions representing workers in the major electrical-power-distribution firm, Meralco, and some unions in the power-generation sector.

In 2000, the TUCP, FFW, TUPAS, APL, and the Alliance of Free Workers (AFW) formed the "Labor Solidarity Movement" to fight perceived anti-labor policies of then-President Estrada and, later supported the successful calls for Estrada's ouster. The APL subsequently withdrew from the LSM, while the newer Philippine Organization of Labor Unions (POLU) joined the LSM. Now composed of all-moderate labor centers, the LSM advocates for fair labor policies and meets with President Arroyo on labor-related issues, including wage increases.

Three international organizations are currently involved with labor issues in the Philippines. The Manila office of the American Center for International Labor Solidarity (ACILS) works closely with TUCP to foster a democratic trade union movement. The Friedrich-Ebert-Stiftung works with numerous labor groups in promoting worker rights and labor standards. The Konrad Adenauer Foundation continues to underwrite seminars on labor-related topics. Various international trade federations (ITFs) also sustain programs to strengthen health and safety practices in certain industries, including mining and construction. Other ITFs focus on improving unions' organizing strategies in labor-intensive industries like export garment production.

C. Labor Standards and Worker Rights

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The Right of Association

The law provides that workers, including most public sector employees, with the exception of the military and police, may freely associate and form and join unions. The law also provides workers the right to strike once they have demonstrated just cause and exhausted all methods of outside arbitration and mediation. Trade unions are independent of the government. Generally, trade unions are free of partisan control although some have direct political affiliations. Unions also have the right to form or join federations or other labor groups.

In practice, the management of some businesses and industries uses extralegal methods to prevent the formation of unions. Labor law applies uniformly throughout the country, including the Special Economic Zones (SEZs); however, local political leaders and officials who govern the SEZs have in some cases attempted to frustrate union organizing efforts by maintaining union-free or strike-free policies. A conflict over interpretation of the SEZ law's provisions for labor inspection created further obstacles to the enforcement of workers' rights to organize. Labor groups alleged that some companies in the SEZs have occasionally used frivolous lawsuits as a means of harassing union leaders. Some firms also continued to hire employees on a contractual basis. By law, a contract employee does not have the same rights as a permanent worker, and unions do not usually accept them as members. There are regulations regarding the length of time an employer can keep an employee on a contractual basis before the employer must hire the employee permanently, but enforcement of these regulations is poor.

The Right to Organize and Bargain Collectively

The law protects collective bargaining, which is widespread. The law stipulates that a company must bargain with organized unions that comply with Labor Code procedures. The union must provide a strike notice, respect a mandatory cooling-off period, obtain the approval of a majority of its members, and exhaust all means of conciliation before calling a strike. The National Conciliation and Mediation Board (NCMB) reported only 12 strikes in 2006, less than half the number reported in 2005. Some of this success was due to the active role of the NCMB in mediating disputes and averting strikes, particularly in high-profile multinational cases. Many companies have also adopted the use of Labor Management Councils within their establishments to resolve grievances and labor disputes. The Labor Code applies uniformly throughout the country and in the SEZs. However, only 1.2 percent of the workforce, or approximately 313,000 workers, worked under collective bargaining agreements. Some workers have reported receiving retaliation for involvement in union organizing.

Prohibition of Forced or Compulsory Labor

The law prohibits forced labor, including forced and compulsory labor by children. Despite the government's efforts, there are occasional reports of forced and compulsory labor, particularly involving children, mainly in prostitution, drug trafficking, and other illegal sectors of the economy. In countries throughout the world,

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unscrupulous recruiters exploited a significant number of Filipino workers. The Philippine government, however, has one of the most effective systems of recruitment,

deployment, and assistance for its overseas workers. Unlike many other countries that have high recruitment fees bordering on indentured servitude or bonded labor, the Philippines has a reasonable recruitment fee.

Prohibition of Child Labor and Minimum Age for Employment

The law prohibits the employment of children under the age of 15, except under the direct and sole responsibility of parents or guardians, or in cases in which employment in cinema, theater, radio, or television is essential to the production. The law allows employment of those between the ages of 15 and 18 for such hours and periods of the day as the DOLE Secretary determines but forbids the employment of persons younger than 18 years of age in hazardous or dangerous work. The law also stipulates that children may not work more than 20 hours per week, or more than four hours a day, and may not work at night. However, enforcement of the laws is spotty. The government estimated there were 4 million working children aged 5 to 17 years, and more than half of these children were exposed to hazardous working conditions. Children work in quarries, mines, ports, and fishing boats, which the law defines as among the worst forms of child labor.

The government treats incidents of child labor as criminal cases. However, such cases seldom resulted in the prosecution and conviction of employers. Most are settled out of court with the child's parents. The law imposes stiffer penalties on employers and parents engaged in support of the worst forms of child labor. In 2006, DOLE ordered the closure of three establishments apparently engaged in prostitution of minors. Since 1995, there have been only four convictions for violating the child labor law. Government, industry groups, and non-governmental organizations (NGOs) implemented programs to prevent the engagement of children in exploitative labor.

The U.S. Department of Labor supports several child labor projects in the Philippines: the ILO International Program on the Elimination of Child Labor (IPEC) "Philippine Time-Bound Program"; World Vision's "ABK Education Initiative"; and, Winrock International's "Community-based Innovations to Combat Child Labor through Education" (CIRCLE) project.

Discrimination in Employment

By law, women have the same worker rights and protections as men. Unemployment for women was lower (7.6 percent) than men (8.2 percent) in 2006. However, women's salaries, particularly in top executive and managerial positions, were generally lower than that of their male counterparts. More women than men enter secondary and higher education. The National Commission on the Role of Filipino Women, composed of 10 government officials and 10 NGO leaders appointed by the President, acts as an oversight body to press for effective implementation of programs benefiting women.

The law provides for equal physical access for persons with disabilities (estimated to be 10 percent of the population) to all

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public buildings and establishments and for "the rehabilitation, self-development, and self-reliance of disabled (physical and mental) persons and their integration into the mainstream of society." The DOLE's Bureau of Local Employment (BLE) maintains registers of persons with disabilities, indicating their skills and abilities. BLE monitors private and public places of employment for violations of labor standards regarding persons with disabilities and promotes the establishment of cooperatives and self-employment projects for them.

Despite laws and special programs to protect the rights of and to assist indigenous peoples, the remoteness of the areas that these groups inhabit and cultural bias often prevent their full integration into society. Many indigenous children suffered from lack of basic services, health, and education.

The labor laws protect foreign workers in the country. Foreign workers must obtain work permits and may not engage in certain occupations. Typically their work conditions were better than those of Philippine citizens.

Minimum Wage

The first minimum wage standards were put into effect in the 1950s. Tripartite wage boards set minimum rates in each of the country's 16 administrative regions. In establishing different regional wage levels, the regional wage boards consider regional factors such as local prices and rates of inflation, the need to attract investment, and the economic stability of the region. The highest minimum wage rates were in the National Capital Region, where the minimum daily wage for nonagricultural workers was USD \$7.60 (PHP 350). The lowest minimum wages were in the Autonomous Region in Muslim Mindanao, where the daily agricultural wage was USD \$4.35 (PHP 200). The regional wage boards approved increases between US\$0.18 to US\$0.45 to the minimum wage in 2005, and the same increase in 2006. Many workers, especially in the informal sector, worked below the minimum wage set for their region.

Hours Worked

The standard workweek is 48 hours for most categories of industrial workers and 40 hours for government workers, with an eight-hour per day limit. The government mandates an overtime rate of 125 percent of the hourly rate on ordinary days and 130 percent on rest days and holidays. There is no limit on the number of overtime hours that an employer may require, but the law stipulates at least one full day of rest each week for workers.

Occupational Safety and Health

The law provides for a comprehensive set of occupational safety and health standards. Enforcement of these laws, however, is incomplete. There are continuing reports of dangerous working environments, occupational safety accidents and deaths, and exposure to toxic substances that can lead to long-term damage. DOLE's Occupational Safety and Health Center (OSHC) has primary responsibility for policy formulation and review of occupational safety and health regulations and standards, but has few inspectors nationwide.

In 2005, the DOLE Secretary ordered a nationwide program on tuberculosis (TB)

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prevention and control in the workplace. The order required all private companies to include TB prevention and treatment as part of the companies' social policies.

D. Social Safety Net

There is no statutory unemployment insurance and some firms do not comply with the requirement of a half-month severance pay for each year of service. The unemployed often turn to the informal sector -- notably, agriculture, vending, personal services, or home-based workshops -- in order to earn income to meet basic needs. To assist the jobless in establishing micro-enterprise businesses, various government agencies operated low-interest loan programs. Additionally, TESDA provided re-training for laid off workers by placing them in 6-month apprenticeship programs that pay 75 percent of the minimum rate.

The Social Security System (SSS) offered a viable retirement fund for many workers, with both employers and employees making contributions. The SSS offered a limited program for low-interest, short-term loans of up to US\$ 250 for recently unemployed workers with sufficient SSS credits.

Since the 1970s, Philippine government agencies and a flourishing recruitment industry have helped the jobless to seek work abroad. Exporting labor not only frees up jobs within the country, but also results in the repatriation of funds that often assist unemployed and elderly family members.

E. Overseas Filipino Workers

The Philippines is second only to Mexico in the number of its citizens who work abroad, with more than 8 million overseas Filipino workers (OFWs) -- about 10 percent of the population and 20 percent of the workforce -- around the world. More than 20 percent of the estimated 1.2 million seafarers in the world are from the Philippines. The US\$12.8 billion in annual remittances of OFWs, more than half of which originate in the United States, was a key factor in the 5.9 percent growth of GNP and 5.6 percent increase in consumer spending in 2006. Remittances from OFWs continued to be a major source of foreign exchange and capital for creating small businesses.

The Philippine Overseas Employment Agency (POEA) is responsible for registering domestic recruiters and keeping track of Filipino workers overseas. The POEA works with the governments of many receiving countries to protect the rights of its overseas workers. The government also provided assistance through its diplomatic missions in countries with substantial numbers of migrant workers.

At the 12th Summit of the Association of Southeast Asian Nations in Cebu in January 2007, the ten member states under the chairmanship of Philippine President Gloria Macapagal Arroyo adopted an "ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers" to promote the "full potential and dignity" of these workers and their family members and to provide legal and social protections and assistance.

1F. Combating Trafficking in Persons

A comprehensive 2003 anti-trafficking law (Republic Act 9208) defines several

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activities related to trafficking in persons as illegal and imposes stiff penalties of up to life imprisonment for convicted offenders. Nonetheless, the Philippines remains a source, transit, and destination country for internationally trafficked persons for the purposes of sexual exploitation and forced labor. Internal trafficking also remains a serious problem, primarily from rural areas such as the Visayas and Mindanao to urban areas for forced labor as domestic workers and factory workers, and in the drug trade, and for sexual exploitation. Traffickers also targeted the many persons seeking overseas employment. Most recruits were girls and young women ages 13 to 30 from poor farming communities. The traffickers generally included private employment recruiters and their partners in organized crime. Many recruiters targeted persons from their own hometowns.

In 2005, Philippine courts convicted four traffickers and sentenced them to life imprisonment under the 2003 anti-trafficking law. In 2007, a court convicted yet another individual under this law and also sentenced the defendant to life imprisonment. There are currently at least 117 trials now underway under this act or other trafficking-related laws, with another 122 cases in the preliminary investigation phase. The government is actively opposed to trafficking in persons, but individual and groups of customs officials, border guards, local police, and immigration officers reportedly have received bribes from traffickers or otherwise assisted in their operations. Corruption and inefficiencies in the judicial system hampered the government's ability effectively and swiftly to prosecute trafficking cases. Government agencies and numerous NGOs have undertaken numerous public awareness activities to curb

trafficking, conducted capacity building activities for law enforcement officials, and provided protective services to victims of trafficking. POEA conducted pre-employment orientation seminars to departing OFWs, informing them the dangers of trafficking and illegal recruitment in exploitative working conditions.

II. FOREIGN INVESTMENT POTENTIAL

Net foreign direct investment (FDI) inflows increased to \$2.35 billion in 2006, nearly double the 2005 level. A generally healthy financial and macro-economic structure, a highly trainable, English-speaking workforce, and a wealth of natural resources contribute to the confidence of multinational corporations to conduct business operations in the Philippines. The workforce is suitable for manufacturing and service enterprises and is also capable of learning the skills necessary for technical jobs, such as the staffing of international call centers. The Philippines is the largest copper producer in Southeast Asia and one of the top 10 gold producers in the world. In December 2004, the Supreme Court upheld the constitutionality of the 1995 Mining Act, which allowed up to 100% foreign-owned companies to invest in large-scale exploration, development, and utilization of minerals, oil, and gas.

The 1991 Foreign Investment Act (FIA) contains two "negative lists" that outline areas in which foreign investment is restricted or limited, which the government normally updates every two years. The restrictions stem from a constitutional

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provision -- Section 10 of Article XII -- that permits Congress to reserve to Philippine citizens certain areas of investment. The most recent update of the Regular Foreign Investment Negative List was through an executive order on December 20, 2006. Many investors view these restrictions as a significant factor limiting foreign investment, especially compared with other Asian economies. Waivers are not available under the Foreign Investment Negative List.

In an effort to attract more FDI, the Government relaxed taxation of foreign investment and provided greater investment security by strengthening banking and securities regulations. The President also appointed envoys to promote trade and foreign investment and eased restrictions on the ownership of banks and insurance companies by foreign entities. Other government efforts to promote the economy included new retail and e-commerce trade laws. The service sector continued to be a key driver of economic growth. The sustained expansion of this sector was largely due to the growth of the telecommunications industry and new investments in call centers, business processing outsourcing, and software development.

The Government began privatization of the

power sector with the enactment of the Electric Power Industry Reform Act (EPIRA) in June 2001. The law directed the newly-created Power Sector Assets and Liabilities Management Corporation (PSALM) to sell 70 percent of the government-owned National Power Corporation's (NPC) income-generating assets within three years. This move also opened the power industry for participation by foreign investors. However, as of August 2006, the NPC only managed to sell six small hydroelectric power units.

High levels of corruption, weak but improving protection of intellectual property rights, the slow pace of energy sector reform, the need for further fiscal reforms to boost infrastructure and social services, and occasional political volatility remained barriers to achieving the country's true investment potential.

Special Economic Zones

Special economic zones (SEZs) played a key role in attracting new investors to the country. Within these zones, investors enjoy tax incentives for new plant investment, low corporate income tax rates, and direct access to governmental administrative services. In 2006, the number had expanded to 111 SEZs and more were in the planning or development stages.

These zones were instrumental in creating new jobs, but Philippine labor leaders have complained about sometimes poor working conditions and argued that some local SEZ administrators have inhibited the emergence of unions.

The SEZs typically have their own labor centers to assist investors in recruiting staff, mediating disputes, and coordinating with the DOLE and other government agencies. Issues of jurisdiction in the zones, combined with unclear legislation, sometimes caused confusion over which national labor laws applied and which agency had enforcement responsibility. SEZ officials have claimed that the enabling legislation gives them primary authority to regulate

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labor conditions, while in some cases national labor authorities feel obligated to step in. Generally, foreign firms entering the SEZ sign a contract in which they commit to use SEZ labor in exchange for the services that the labor office provides. Some foreign firms, seeking to avoid dependence on these labor centers for job referrals, recruited workers through more direct means.

Bilateral and Multilateral Agreements

Since the Philippine government's overseas employment program began in 1974, the Philippines has forged bilateral labor agreements with Norway, the United Kingdom, Papua New Guinea, South Korea, Taiwan, Switzerland, Libya, Jordan, Qatar, Iraq, Kuwait, the Commonwealth of Northern Marianas Islands, Spain, Canada, and the United Arab Emirates, all labor-receiving

economies. These bilateral labor agreements broadly focus on the terms and conditions of labor recruitment and special hiring arrangements, as well as labor standards and practices.

In 2003, the Philippines signed a labor agreement with Indonesia, a labor-sending country. This was the first successful attempt of the Philippines to promote and protect the welfare rights of migrant workers of labor-sending countries within the ASEAN region.

The Philippines is a charter member of the World Trade Organization (WTO). In 1992, the Philippines signed the ASEAN Framework of Agreement on Enhancing Economic Cooperation, which established a common preferential tariff. The Philippines is also a member of the Asia Pacific Economic Cooperation (APEC) forum and an active participant at the Asia-Europe Meeting (ASEM).

In September 2006, the Philippines and Japan signed a bilateral trade agreement, the Japan-Philippines Economic Partnership Agreement (JPEPA). This is the Philippines' first bilateral trade agreement. While still pending Philippine Senate ratification, the agreement provides for elimination or reduction of tariffs on agricultural and industrial products within the next 10 years.

The Philippines has bilateral investment agreements with forty countries. The general provisions of these agreements include: the promotion and reciprocal protection of investments; nondiscrimination; the free transfer of capital, payments and earnings; freedom from expropriation and nationalization; and, recognition of the principle of subrogation. The Philippines signed a trade and investment framework agreement with the United States in 1989, establishing a consultative mechanism for the expansion of trade and investment flows between the two countries.

III. DIRECTORY OF LABOR CONTACTS

Country code: +63; Area code: 2 (metro Manila)

IA. GOVERNMENT CONTACTS

Department of Labor and Employment (DOLE)
DOLE Executive Building, 7th Floor
Intramuros, Manila
Phone: 527-3000 loc. 701 to 704 and 706
Fax: 527-2121/2131/5523

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Website: <http://www.dole.gov.ph>

E-mail: osec@dole.gov.ph
Secretary: Arturo P. Brion

SIPDIS

Undersecretary for Employment, Promotion & Manpower Development: Danilo P. Cruz.
Phone: 527-3000 loc. 713, 715, and 523-3633;

Fax: 527-3566
E-mail: usecdpc@yahoo.com

Undersecretary for Labor Relations:
Luzviminda G. Padilla
Phone: 527-3000 loc. 710 to 712 and 527-2124; Fax: 527-3462

E-mail: wpw@dole.gov.ph

Undersecretary for Social Protection and
Legislative Affairs: Ramon C. Lagman
Phone: 527-3000 loc. 717; E-mail:
rcl@dole.gov.ph

Undersecretary for Policy, Programs, and
International Affairs: (vacant)
Tel: 527-3000 loc. 731; Fax: 527-5947

E-mail: useclr@dole.gov.ph

Bureau of Labor and Employment Statistics
(BLES)
DOLE Executive Building, 3rd Floor
Intramuros, Manila
Phone: 527-3000 loc. 314 & 315; Fax: 527-5506
Website: <http://www.bles.dole.gov.ph>
Director: Criselda R. Sy

Information and Publication Service
DOLE Executive Building, 6th Floor
Intramuros, Manila
Phone: 527-3000 loc. 624 / 625; Fax: 527-3446
Director: Jay T. Julian

International Labor Affairs Service
DOLE Executive Building, Ground Floor
Intramuros, Manila
Phone: 527-3000 loc. 102 / 103; Fax: 527-3505/2132
Director: Merliza M. Makinano

National Conciliation & Mediation Board
DOLE Executive Building, Ground Floor
Intramuros, Manila
Phone: 527-3467; Fax: 527-3421
Website: <http://ncmbco.brinkster.net/>
Executive Director: Reynaldo R. Ubaldo
Deputy Executive Director: Eleuterio S. Cojuanco

National Labor Relations Commission
PPSTA Building, 7th Floor
Banaue Avenue cor P. Florentino Street,
Quezon Avenue
Quezon City
Website: <http://www.nlrc.dole.gov.ph/>
Phone: 711-1500 / 711-1557; Telefax: 711-1554
Chairman: Gerardo Benjamin C. Nograles

Occupational Safety and Health Center
OSHC Complex
North Avenue cor Science Road
Diliman, Quezon City
Website: <http://www.oshc.dole.gov.ph/>
Phone: 929-6036 to 39 (trunkline); 928-6690;
Fax: 929-6030
Executive Director: Dr. Dulce P. Estrella-Gust

Overseas Workers Welfare Administration
OWADEC Building
Gil Puyat Avenue cor F.B. Harrison Street
Pasay City

Website: <http://www.owwa.gov.ph/>
Phone: 891-7601 loc. 5401 / 8340148; Fax:
833-0187
Administrator: Marianito Roque
Deputy Administrator: Noriel P. Devanadera

Philippine Overseas Employment
Administration
POEA Building
Ortigas Avenue corner EDSA
Mandaluyong City
Website: <http://www.poea.gov.ph>
Phone: 722-1163 / 722-1159 / 722-3665; Fax:
724-3724
Administrator: Rosalinda D. Baldoz

Philippine Economic Zone Authority
Roxas Boulevard corner San Luis Street
Pasay City, Metro Manila, Philippines
Phone: 511-3432 / 3454 / 3455; Fax: 551-3449
/ 891-6380
Administrator: Lilia B. de Lima
Email: dglbl@peza.gov.ph

Institute for Labor Studies
DOLE Executive Building, 5th Floor
Gen. Luna Street
Intramuros, Manila
Phone: 527-3456; Fax: 527-3448

OIC-Executive Director: Ma. Luisa Gigette S.
Imperial

B. EMPLOYERS ORGANIZATIONS

Employers Confederation of the Philippines
ECC Building, 4th Floor
355 Senator Gil Puyat Avenue
Makati City
Website: <http://www.ecop.org.ph/>
Phone: 890-4845 / 4847 / 899-0411; Fax: 895-
8526
E-Mail: ecop@philonline.com

Director-General: Vicente Leogardo Jr.

Transunion Group of Companies
Union Ajinomoto Building, 2nd Floor
331 Senator Gil J. Puyat Avenue
Makati City
Phone: 890-6344 / 896-4791 / 895-6081 loc.
253 / 257 / 259
President: Miguel B. Varela

Philippine Chamber of Commerce and
Industries
3/F Employees Compensation Commission Bldg.

355 Gil Puyat Avenue, Makati City
Website:
<http://portal.philippinechamber.com/>

Phone: 896-4549 to 53; Fax: 899-1727

Director: Sammy Lim

C. LABOR UNIONS

Alliance of Filipino Workers
1840 E. Rodriguez Sr. Avenue
Cubao, Quezon City
Phone: 410-8652; Fax: 410-9737

National Director: Angelito P. Calderon

Alliance of Progressive Labor
102 Scout De Guia Street, Brgy. Sacred Heart

Quezon City

Tel: 927-6991 / 924-2295; Fax: 927-6709

E-Mail: mail@apl.org.ph
Convenor: Daniel Edralin

Bukluran Ng Manggagawang Philipino

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47 Masikap St. Teachers Village, Pinyahan
Quezon City
Tel: 925-0884 / 259-8174

E-mail: bmp_national@edsamail.com.ph

Federation of Free Workers**
1943 Taft Avenue
Malate, Manila
Phone: 521-9435 / 521-9464; Fax: 400-6656
National President: Allan Montano

Kilusang Mayo Uno
Balai Obrero Foundation
63 Narra Street, Barangay Claro
1102 Quezon City
Phone: 421-0986; Fax: 421-0768
National Chairman: Elmer Labog

National Confederation of Labor
Jiao Building, Room 206
#2 Timog Avenue, Quezon City
Phone: 373-1844
General Secretary: Bayani Diwa
President: Ernesto Arellano

Pambansang Diwa Ng Manggagawang Philipino
PTGWO Bldg. Corner Roberto Oca and Boston
Sts.
South Harbor, Port Area, Manila
Phone: 527-2441 / 43; Fax: 527-2445
National President: Roberto M. Oca, Jr.

Trade Union Congress of the Philippines
Masaya and Maharlika Streets
Diliman, Quezon City
Website: <http://www.tucp-ph.org>
Phone: 922-2575 to 79 / 922-3199; Fax:
924.7553
General Secretary: Ernesto F. Herrera
President: Democrito Mendoza

Trade Union of the Philippines & Allied
Service**
401 Lamaha Building, Legaspi St.
Intramuros, Manila
Phone: 527-1304; Fax: 527-1306
Secretary General: Vladimir R. Tupaz

SIPDIS

**Component of Labor Advisory Consultative
Council in the Tripartite Industrial Peace
Council

Airline Pilots Association of the
Philippines
Andrews Avenue
Pasay City
Phone: 831-5381; Fax: 854-9901
President: Capt. Elmer Peqa

All Workers Alliance Trade Unions
Room 300 (I-B) Delta Building
Quezon Avenue cor. West Avenue
Quezon City
Telefax: 411-0789
President: Temistocles S. Dejon, Jr.

Associated Marine Officers & Seamen's Union
of the Philippines
Seamen's Center Building
Cabildo cor Sta. Potenciana Streets
Intramuros, Manila
Website: <http://www.amosup.org/>
Phone: 527-8491 to 98 loc. 103; Fax: 527-
3534, 527-3538
Email: s_center@amosup.org,
capt_oca@amosup.org
President: Gregorio Oca

Bank Insurance Finance Unions
PNB Cubao Branch Compound cor. Aurora Blvd.

Araneta Center, Cubao, Quezon City

Telefax: 912-2378
General Secretary: Jose Umali, Jr.

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Confederation of Filipino Workers
LBBI Building 2/F
Remedios St. cor. Taft Avenue
Malate, Manila
Telefax: 854-8580; 825-8873 (residence)
President: Efren Aranzamendez

Confederation of Labor & Allied Social
Service
Don Santiago Building, Room 509
1344 Taft Avenue
Ermita, Manila
Phone: 302-5417; Telefax: 524-0415
National President: Monaliza Langub

Metropolitan Waterworks and Sewerage
System/Kaisahan at Kapatiran Ng Mga
Manggagawa at Kawani sa MWSS
MWSS Katipunan Road
Balara, Quezon City
Phone: 920-5521/5526; Local 3096/3041
Vicente Elepante, West Zone (Local
3457/3430)
Eduardo Guacela, KMKK - Ayala East Zone
Ruben Diaz, Benpres

National Association of Trade Unions
San Luis Terraces Building, Suite 404
T.M. Kalaw Street
Ermita, Manila
Telefax: 528-1251
National President: Filemon G. Tercero

National Congress of Unions in the Sugar
Industry of the Philippines
Security Bank Centre, Unit 1403-A
6776 Ayala Avenue, Makati City
Phone: 892-7618 / 892-3376 / 843-7284; Fax:
892-7618 / 843-7284
National President: Zoilo V. Dela Cruz, Jr.

National Federation of Labor
Jiao Building, Room 308
#2 Timog Avenue
Quezon City
Telefax: 373-1844
President: Atty. Ernesto R. Arellano

General Secretary: Armand Alforque

National Mines and Allied Workers Union
Unit 201-A Dunville Condominium
Castilla cor Valencia Streets
New Manila, Quezon City
Phone: 726-5070/ 727-9257; Telefax: 726-5070
National President: Atty. Roberto A. Padilla
National Vice President: Benjamin P.
Basquinas

National Union of Bank Employees
PNB Cubao Branch Compound cor. Aurora Blvd.

Araneta Center Cubao

Telefax: 912-2378
General Secretary: Jose Umali, Jr.

National Union of Workers in Hotel,
Restaurant, and Allied Industries
2125 Del Mundo Building
Taft Avenue
Malate, Manila
Telefax: 536-2883 / 523-2886
President: Nestor Cabada

Philippine Transport and General Workers
Organization
Cecilleville Building, Rooms 1203-1211
Quezon Avenue, Quezon City
Telefax: 374-0199
President: Victorino F. Balais

Philippine Airlines Employees Association
1763 Tomas Claudio Street
Baclaran, Paranaque City
Phone: 851-1002; Telefax: 851-1490

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President: Alexander Barrientos

Philippine Long Distance Workers Union
22 Libertad Street
Mandaluyong City
Phone: 531-3715 / 531-0786; Fax: 531-3748
President: Pedro Pinlac

Port Workers Union of the Philippines
PTGWO Bldg. Corner Roberto Oca and Boston
Sts.
South Harbor, Port Area, Manila
Phone: 527-2441 / 43; Fax: 527-2445
National President: Roberto M. Oca, Jr.

Public Sector Labor Integrative Center
TUP, Ayala Boulevard
Ermita, Manila
Phone: 302-7750 local 303
President: Marilyn Ignacio

D. OTHERS

International Labor Organization
19th Floor, Yuchengco Tower RCBC Towers

Ayala Avenue, Makati City

Phone: 580-9900; Fax: 5809999

Sub-Regional Director: Linda Wirth

American Center for International Labor
Solidarity
Zeta II Building, Room 76
191 Salcedo Street, Legaspi Village

Makati City, Philippines
Phone: (632) 840-5383
Fax: 812-9669
Email: solcen@info.gov.ph

Country Program Director: Rudy Porter

Director for Programs: Judy Geronimo

IV. KEY SOURCES

U.S. Department of State
(<http://www.state.gov>)
- Country Background Notes: Philippines
(<http://www.state.gov/p/eap/ci/rp/>)
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(<http://www.dol.gov>)
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(<http://www.commerce.gov>)
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(<http://www.buyusainfo.net>)

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(<http://www.bsp.gov.ph>)

Philippine Department of Labor and
Employment, Bureau of Labor Employment and
Statistics (<http://www.bles.dole.gov.ph>)

Philippine Department of Labor and
Employment, Bureau of Labor Relations
(<http://www.blr.dole.gov.ph>)

Philippine National Conciliation and
Mediation Board
(<http://ncmbco.brinkster.net>)

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Philippine National Statistical Coordination
Board (<http://www.nscb.gov.ph>)

Philippine National Statistics Office
(<http://www.census.gov.ph>)

Philippine Economic Zone Authority
(<http://www.peza.gov.ph>)

KENNEY